NURSING REFERENCE
Minneapolis VAMC

Applicant Name _____Date _____Obtained by_____

Name of Reference_____Organization_____Position_____

What position did the applicant hold in your organization? _____ Would you rehire? ☐ Yes ☐ No

Dates of employment _____ to _____ Was unscheduled leave a problem (absences or lateness)? ☐ Yes ☐ No

Notes: _____

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PRACTICE	PRACTICE	ETHICS	RESOURCE UTILIZATION
PRACTICE • **Practice** • **Ethics** • **Resource Utilization**	*Does the nurse:* Demonstrate the ability to delegate? ☐ Demonstrate leadership skills? ☐ Develop or administer programs? ☐ ☐ **Average** ☐ **Above Average** ☐ **Excellent** ☐ **Not Observed**	*Does the nurse:* Use a respectful approach toward patients? ☐ Advocate for the patient or family? ☐ Provide leadership in ethical situations or programs? ☐ ☐ **Average** ☐ **Above Average** ☐ **Excellent** ☐ **Not Observed**	*Does the nurse:* Plan for safe and efficient care by considering priorities? ☐ Demonstrate leadership skills by arriving at more effective approaches? ☐ Manage program resources? ☐ ☐ **Average** ☐ **Above Average** ☐ **Excellent** ☐ **Not Observed**

Notes: _____

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	PERFORMANCE	EDUCATION/CAREER DEVELOPMENT
PROFESSIONAL DEVELOPMENT • **Performance** • **Education/Career Development**	*Does the nurse participate in the appraisal of:* Own performance? ☐ Peer performance? ☐ Performance of subordinates? ☐ ☐ Average ☐ Above Average ☐ Excellent ☐ Not Observed	*Does the nurse utilize educational strategies to:* Maintain professional development? ☐ Acquire expertise in current practice? ☐ Provide learning programs for others? ☐ ☐ Average ☐ Above Average ☐ Excellent ☐ Not Observed

NOTES: _____

	COLLEGIALITY	COLLABORATION
COLLABORATION • **Collegiality** • **Collaboration**	*Does the nurse effectively use communication through:* Active participation in discussion of patient care? ☐ Service as a preceptor or a mentor? ☐ Service as a consultant or expert resource? ☐ ☐ Average ☐ Above Average ☐ Excellent ☐ Not Observed	*Does the nurse's practice include team participation by:* Demonstrating appropriate interpersonal skills? ☐ Resolution of conflict by using group discussion? ☐ Promotion of interdisciplinary partnerships? ☐ ☐ Average ☐ Above Average ☐ Excellent ☐ Not Observed

NOTES: _____

	QUALITY OF CARE	RESEARCH
SCIENTIFIC INQUIRY • **Quality of Care** • **Research**	*Does the nurse demonstrate the ability to:* Identify the need for improvement in practice? ☐ Change practice based on findings? ☐ Initiate quality improvement programs? ☐ ☐ Average ☐ Above Average ☐ Excellent ☐ Not Observed	*Does the nurse participate in research activities through:* Identification of evidence based practice? ☐ Application of research to practice? ☐ Initiation of a system change in practice? ☐ ☐ Average ☐ Above Average ☐ Excellent ☐ Not Observed

NOTES: _____

Return Reference To: VA Medical Center (05), One Veterans Drive, Minneapolis, MN 55417 Attention: Pam Snyder or pamela.snyder@va.gov